



RACE & SOCIAL JUSTICE  
INITIATIVE

ADVANCE OPPORTUNITY.  
ACHIEVE EQUITY.

# **Race and Social Justice Initiative**

## **2013 Mid-year Progress Report**

Seattle Office for Civil Rights

Julie Nelson, Director

Glenn Harris, RSJI Manager

Diana Falchuk, RSJI Pacific Science Center Project Manager

## **Vision:**

- Racial disparities have been eliminated and racial equity achieved.

## **Mission:**

- End institutional racism in City government.
- Promote inclusion and full participation of all residents.
- Partner with the community and other institutions to create racial equity.





## The work of RSJI in 2013

- Second year of the RSJI 2012-2014 three year plan.
- City departments' 2013 work plans reflect emphasis on engaging the community as partners through Opportunity Areas.
- Departments also continue to:
  - Apply racial equity tools to department programs and projects.
  - Build racial equity into policies and initiatives.



## Equity Areas

- Social and economic cornerstones of individual success and thriving communities.
  - Education
  - Equitable Development
  - Criminal Justice
  - Health
  - Housing
  - Jobs
  - Environment
  - Service Equity



## Strategy for each Equity Area

- Apply racial equity tools to department programs and projects.
- Build racial equity into policies and initiatives.
- Partner with other institutions and the community.



## Progress in Equity Areas

- Education
  - City / Community Equity Team, led by RSJ Community Roundtable
  - Restorative Justice Project – strategy to achieve racial equity in graduation rates.
- Equitable Development
  - City / Community Equity Team
- Criminal Justice
  - SPD/Community RPOI training



## Support for Equity Areas

- ROSA: a public database of the City's RSJI work.
  - Searchable three ways: by Opportunity Area, department work plan and Seattle neighborhood.
  - Is up and available to the public!



## Support for Equity Areas continued

- Adjustments to Change Teams / CORE Team.
  - Change Teams will focus on their department's work on Equity Areas and IDTs.
  - Core Team 5 will consist of some Change Team Leads, Equity Team leads and other key individuals.





## Building public will for racial equity

- Five-year coordinated strategic campaign to activate a shared commitment to racial equity and social justice.
  - External strategies (outside City government).
  - Internal strategies.



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## External strategies for building public will

- Governing for Racial Equity (GRE) Network.
  - Partnership across regional government.
  - 2014 GRE Conference to be hosted by Portland OR.
  - 2014 Conference will be used to expand the network of jurisdictions.



## External strategies for building public will

- Council-funded technical assistance project:  
**Structural Racism and Nonprofits**
  - 2013 funding cycle: grants awarded to five coalitions representing large partnerships.
  - Human service organizations, community-based groups and community members.
  - Selection process encouraged collaboration.
  - Will complete their work by end of 2013.
  - Lessons learned and tools developed will inform 2014 funding cycle.



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## External strategies for building public will

- RSJI in partnership with Pacific Science Center:  
***RACE: Are We So Different?***
  - Group workshops
  - Facilitator trainings
  - Speaker series
  - Commitment to Action for Racial Equity



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## ***RACE: Are We So Different?***

- Running September 28, 2013 – January 5, 2014.
- Produced by the American Anthropological Association and the Science Museum of Minnesota.
- Over 25 cities have had the exhibit; Seattle is the only city to do community engagement on this scale.
- 15 project sponsors; 16-member Planning Committee.
- Content localization with support from the County.



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**The exhibit covers three aspects of race:**



## Human Variation

The biology of  
human variation  
and the pseudo  
science of race.





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## History

How race has been embedded in institutional policies and practices to create and reinforce inequitable opportunities and outcomes.





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## Lived Experience

How race and racism impact our daily experiences and perceptions of self and other.





## Group Workshops

- Free with Science Center admission; admission vouchers if cost is a barrier to participation.
- One-hour pre-exhibit session:
  - What is race? How has it affected our lives?
- Two-hour post-exhibit session:
  - Reflect on the exhibit. What do local inequities look like? How can we take action for racial equity in our communities and places of work and gathering?
- At group's place of gathering or the Pacific Science Center.



## Facilitator Trainings

8-hour training

- Explore social position and types of racism.
- Develop facilitation skills.
- Learn how to lead group workshop activities.

6 trainings

- 3 in Seattle.
- 3 outside Seattle  
(Redmond, Federal Way, Snohomish County).

Nearly 200 registered.



## Speaker Series

- Kick-off keynote with John Powell (10/1).
- *Broken on All Sides* film, criminal justice panel (10/7).
- Local/national speaker (TBD, November).
- Celebration and networking event (January 2014).

## Commitment to Action for Racial Equity

- To build public will and capacity in the community.
- Online and print, to be signed after Group Workshops.
- Identifies “focus areas,” strategies to build racial equity.
- Functions as research and basis for network.



## Building public will: other external strategies

- Wing Luke Asian Museum:  
*Under My Skin* exhibit.
- Arts and Social Change Symposium.
- SPD/Community RPOI workshops  
and train-the-trainer program.
- RSJI Community Survey – looking ahead to 2014.



## Internal strategies for building public will

- Legislative action:
  - Job Assistance Legislation
  - Gender Equity in Pay Task Force
- Staff training: Inclusive Outreach and Public Engagement, Racial Equity Toolkit etc.



## Looking ahead to 2014

- Evaluation of current three-year plan and scoping of next phase of the Initiative.
- New citywide training module for all City employees that will focus on “implicit bias.”
  - Implicit bias: Unconscious attitudes that influence our decisions.
  - Use of implicit bias training model to examine individual, institutional and structural racism.



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- **Questions?**
- **Contact information:**
  - Julie Nelson: [julie.nelson@seattle.gov](mailto:julie.nelson@seattle.gov) 206-233-7822
  - Glenn Harris: [glenn.harris@seattle.gov](mailto:glenn.harris@seattle.gov) 206-790-0837
  - Diana Falchuk: [diana.falchuk@seattle.gov](mailto:diana.falchuk@seattle.gov) 206-684-5282
  - Race and Social Justice Initiative: [www.seattle.gov/rsji](http://www.seattle.gov/rsji)